

Clinical Psychologist – Adult Mental Health

1. PURPOSE OF POSITION

The Clinical Psychologist is responsible for the provision of psychology services for Tangata Whaiora / Service Users accessing the Community and/or Inpatient Mental Health Service. Duties will include the provision of psychological assessment and formulation; psychological interventions; group-work; supervision of psychologists, interns and non-psychology colleagues as agreed; consultation to colleagues within the service-line and externally; teaching and training; neuropsychological assessments and reports; ongoing contribution to MDT; participation in service and professional development initiatives.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Psychology Professional Lead
Number of people reporting to you	0
Financial limits authority	0
Operating Budget	0

4. WORKING RELATIONSHIPS

External	Internal
Tangata Whaiora / Service Users and their selected Whanau / Family General Practitioners NGO Providers Community Agencies	Team Leaders Multidisciplinary Team members Psychology Professional Lead Staff of Mental Health & Addictions Services

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
1. Clinical Provision of specialist psychological consultation, assessments and interventions/therapies (Including psychometric testing).	• Works collaboratively with the multi-disciplinary team and participates in planning care of Service Users / Tangata Whaiora accessing mental health services. • Accepts and responds appropriately to requests / referrals for psychological interventions or assessments in consultation with the MDT, psychology colleagues and Psychology Professional Lead • Undertakes comprehensive assessments and Psychological testing contributing to the overall picture and care planning for the Services User / Tangata Whaiora. • Outcomes of assessments are communicated in an appropriate format and notes reflect treatment planning, presentation & progress towards goals. • Works from a collaborative model with Service Users / Tangata Whaiora & informed consent is evident. • Facilitate Service User / Tangata Whaiora psychological skills development groups. • Facilitate Talking Therapies groups when appropriate. • Provide psychological interventions to service users where indicated. • Provide education for families/whanau as required. • Adherence to TDHB Mental Health & Addictions Policies and Procedures.

2. Service Development Participation in quality improvement initiatives within the team and within the discipline	• Is involved in teaching & training others, developing programmes. • Evaluates own practice, publication of research findings and conference presentations. • Participation in the Teams quality assurance standards, Health and Safety, Risk Management, Privacy Act regulations.
3. Personal & Professional Development To participate in and contribute to educational programmes, professional supervision and in-service education.	• Identifies own learning needs and uses annual appraisals and professional development to maintain competence and improve skills base. • Appropriately participates in informal & formal supervision. • Utilises formal supervision for personal skill development. • Provides supervision as appropriate and as negotiated with Psychology Professional Lead.
4. Team work Works in partnership with the MDT and wider team members to develop a positive team/work environment that benefits staff and Service Users/Tangata Whaiora	• A role model for open, direct, honest and respectful communication. • Role models positive and professional behaviours.. • Provides constructive feedback and assists where appropriate in conflict resolution. • Engages in healthy and robust clinical discussion whilst supporting the overall MDT approach to the person's care. • Offers psychological formulations of service users to enhance the MDT's understanding and work. • Encourages shared decision making and involvement where appropriate. • Foster a team environment that enhances partnership and co-operation.

Organisational Accountabilities	Expected Outcome for all employees
Health Equity	The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including: • the Pae Ora Framework which requires: ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the

Organisational Accountabilities	Expected Outcome for all employees
	“Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	• Maintains a safe and healthy environment. • Complies with health & safety policies and procedures. • Carries out work in a way that does not adversely affect their health and safety or that of other workers. • Complies with procedures and correctly use personal protective equipment and safety devices provided. • Contributes to hazard identification and management process. • Reports accurately near misses/incidents/accidents in a timely manner. • Participates in health and safety matters.
Personal Development	• Fully contributes to the individual’s team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is

Organisational Accountabilities	Expected Outcome for all employees
	reviewed. Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **South Community Mental Health Team** roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.

Capability

Cultural Safety

Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

Teamwork

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION

- Masters or Doctorate degree in Clinical Psychology.
- Registered Clinical Psychologist, Clinical Psychology Scope of Practice.
- Holds a current Annual Practising Certificate with the NZPB.

9. SKILLS

- Time management skills and ability to prioritise.
- Demonstrates initiative and flexibility.
- Knowledge of Quality Assurance and accreditation principles, and a commitment to continuous quality improvement.
- Ability to maintain confidentiality and work ethically at all times.
- Good understanding of the NZ cultural context in which they will work and the requirements of practicing in a culturally aware and safe manner.
- Computer literate.
- Proficient knowledge of Outlook, MS work, Power point.
- Current NZ Drivers licence.
- Excellent time management, documentation, clinical triaging and negotiating skills.
- Ability to work autonomously.
- Ability to support and implement change.
- Shows a caring but professional manner in all aspects of work. Is aware of and sensitive to all cultural issues.
- Able to cope with a high and varied work load including emergency situations.
- Clinical role modelling, with high degree of maturity, stability and self confidence.

10. EXPERIENCE

- Experience working in Mental Health
- Experience in working with individuals, families and groups in community settings.
- Experience in working in inpatient mental health settings preferred but not required.
- An understanding of rural mental health issues.
- A full driver's license with no limitations
- Commitment to Tiriti o Waitangi
- Knowledge in working with maaori models of practice is preferred but not required